

Jan 25

ESB-MACC **CAMINOS** TEEN LEADERSHIP PROGRAM -

CAMINOS Teen Leadership Program/Paid Fellowship | Report by Frederico Gelb, Teen Coordinator

Target Age: 15-17 yrs old.

Begins February 2017

Applications due: Early deadline 12/15th. Final Deadline 01/10th.

Info: email maceducation@austintexas.org



REPORT on the ESB-MACC's Teen Leadership Program '**CAMINOS**' :

Over the past 4 months there's been great activity as we get the program off the ground, including:

- Substantial research on similar top-notch teen leadership programs such as *E4Youth*, *MindPop*, *Grounded in Music*, *Anthropos Arts*, *Urban Roots*, *Creative Action*, *National Museum of Mexican Art*, *NALAC* and others.
- Branding of name, logo and visual identity (flyers, posters, ads, etc.).
- Development of selection process, application package and rubrics/metrics.
- Outreach to community centers, arts organizations, teen leadership groups such as *Latinitas* and *YouthSpin Radio* and all AISD High schools (Art, Spanish Teachers and Counselors).
- Outreach visits include: Eastside Memorial, Austin High School, Garza School, Austin's H.A.C.A., Eastside Prep., Ann Richards School, Austin Film School, Creative Action, Urban Roots and more.
- Selection and vetting of potential Artist Mentors and project instructors. The 1st artist mentor selected is Mexican cartoonist *Juancho Nava*. Currently in discussions with 2nd and 3rd possible mentors; Muralist *J. Muzaics* and performer *Monica Teresa Ortiz*. Secured a multimedia instructor; Colombian artist Aron Frank to supervise a **CAMINOS** Podcast & Blog by Teens for Teens about Latinx social issues affecting local youth.
- Design and creation of Website content and social media strategy for the program. <http://austintexas.gov/page/esb-macc-caminos>
- Development of Interview Panel selection process.

ESB-MACC **CAMINOS** TEEN LEADERSHIP PROGRAM -

- Participation at Teen leadership forums and events such as Urban Root's 'Youth Food Jam'; DoSocialGood's
 - Enthusiastic approval of the program by our Division Manager (compliance with city structures & *PARD* educational objectives).
 - Media outreach and appearances at Univision, KOOP Radio, Austin Chronicle, Radio Mujer, Radio 97.7, Cap Metro Bus Campaign and inclusion at SXSWEDU Mentor's Table.
 - Securing and training of Interview Panelists
 - Managing/organizing/providing feedback and answering incoming questions, applications, recommendations from Teachers, Parents and Students
 - Scheduling and execution of Panel Interviews (Tuesday 01/24th)
-

Goals for the Month Ahead include:

- On-going branding of the ESB-MACC youth programs via **CAMINOS** at local and regional Teen Leadership forums, meetings and events
- Finish training materials and protocols to be implemented in February.
- Final selection and announcement of Internship recipients
- Officialize hiring processes according to CoA policies & proper documentation
- Help lead a Teen Community Forum on first week of March. (This will be the first leadership opportunity for the **CAMINOS** students.
- Determine more ways to involve all applicants and other Teens

By the Numbers:

-Over 12-area High-Schools reached

-30 Students applied

-20 Students selected for Panel Interviews

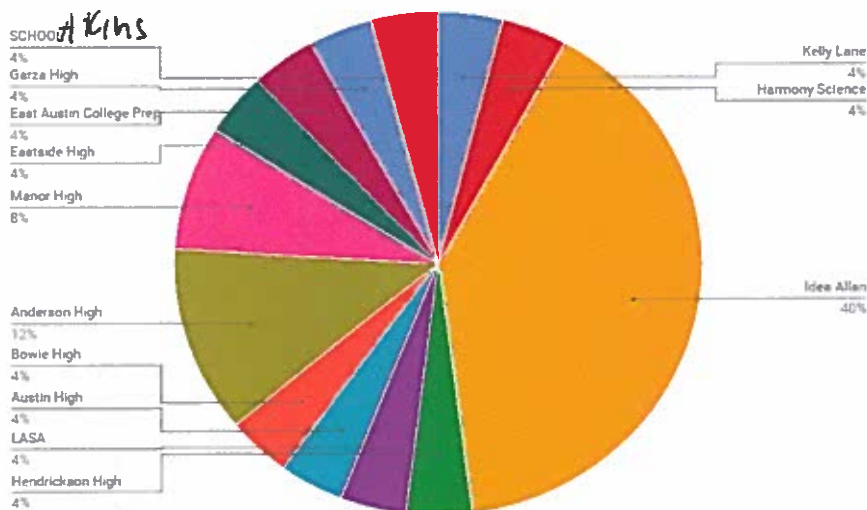
-18 Students responded and successfully interviewed

-10 students and 2 alternates will be selected for the first year paid positions

Jan 25

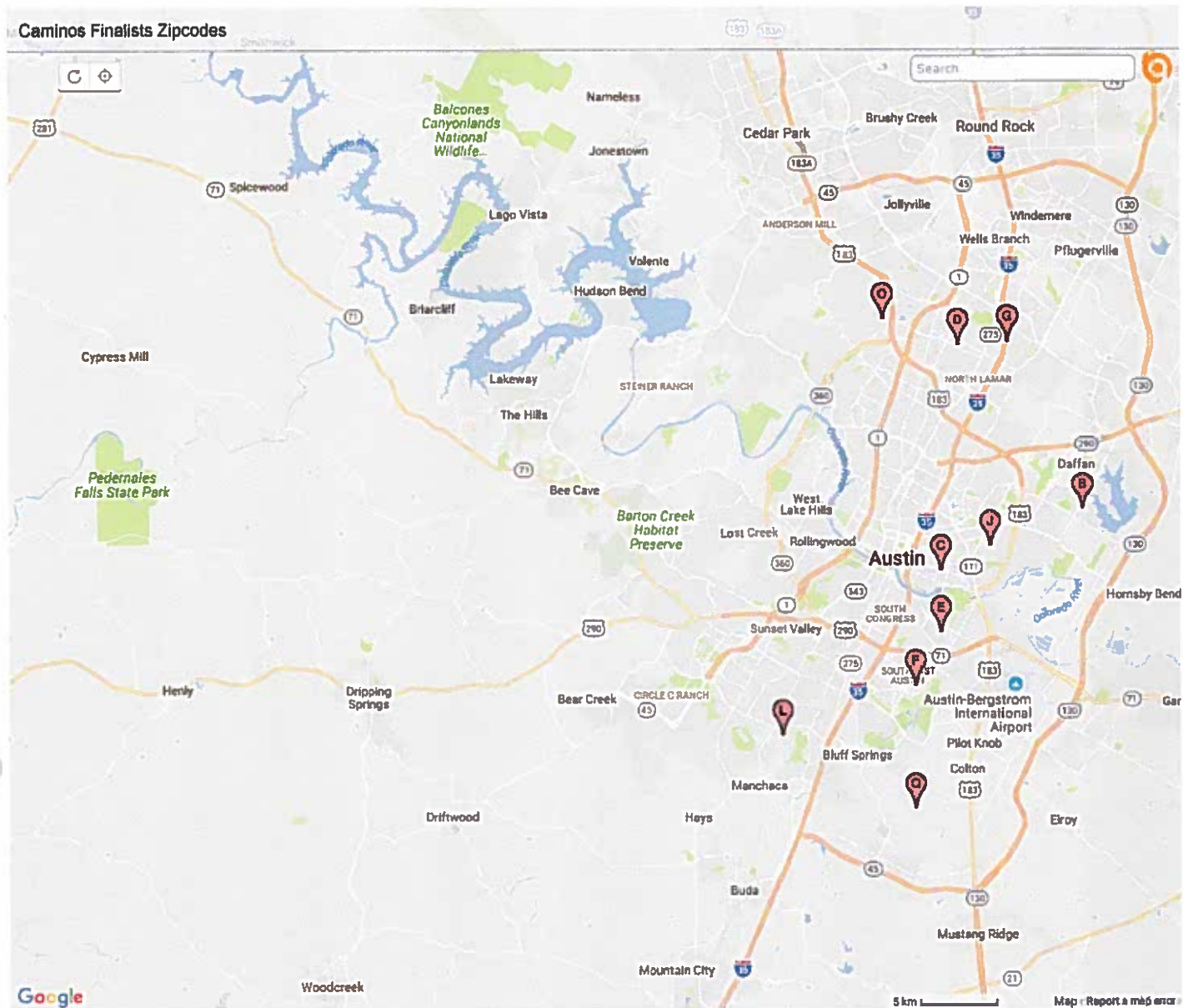
SCHOOLS @ Represented @ CAMINOS:

Caminos: Schools



Over 10 Schools including: Manor High – LASA – IDEA ALLAN – Garza High School Eastside Memorial – East Austin College Prep – Bowie High – Austin High – Anderson High – Akins High

Jan 25



78653

A

78724

B

78702

C

78756

D

78741

E

78744

F

78753

G

Jun 25

ESB-MACC CAMINOS Panel Scoring Sheets

1

Panelist: _____ Applicant: _____

Personal Narrative Questions

	No Answer/ Irrelevant (0-2)	Quite Unclear (3-4)	Adequate (5-6)	Very Good (7-8)	Outstanding (9-10)
1. Tell us about yourself....					
2. What are your goals for the future?					
3. What are your expectations about the program?					

ESB-MACC CAMINOS Personal Narrative Questions Rubrics

Q1. Tell Us About Yourself?

No Answer, Irrelevant (0-2)	Applicant did not respond or answer was largely irrelevant.
Quite Unclear (3-4)	We couldn't tell much about the Student as the information shared was minimal or too generic. There was a lack of enthusiasm.
Adequate (5-6)	Even if the answer was not entirely convincing, the Student did share enough information to give us an idea about their personality.
Very Good (7-8)	The Student shared some good information about her/himself and was comfortable communicating with the panel.
Outstanding (9-10)	The Student did a great job in providing unique insights into their personality while being comfortable communicating with the panel.

ESB-MACC CAMINOS Personal Narrative Questions Rubrics *cont.*

Q2. What are your goals for the future?

No Answer, Irrelevant (0-2)	Student did not respond or answer was largely irrelevant.
Quite Unclear (3-4)	Student failed to provide convincing goals, unable to demonstrate their desire to improve through creativity and career development while a lack of enthusiasm was apparent.
Adequate (5-6)	Even if the answer was not entirely convincing, the Student did outline goals for the future, some of which can be served by the program. The applicant was mildly enthusiastic.
Very Good (7-8)	The Student gave convincing goals. It was apparent that the applicant has been thinking about his/her future and self-improvement goals. Enthusiasm was felt.
Outstanding (9-10)	The Student gave worthy and thoughtful goals. It was apparent that the applicant has been thinking about his/her future and self-improvement goals and was very enthusiastic about talking about them.

Q3. What are your expectations about the program?

No Answer, Irrelevant (0-2)	The Student did not respond or answer was largely irrelevant.
Quite Unclear (3-4)	The answer was highly abstract and quite unclear. Quite hard to identify their expectations. Answer lacks enthusiasm.
Adequate (5-6)	While expectations were given, the answer lacks cohesion and/or enthusiasm.
Very Good (7-8)	The Student has clear expectations, shows enthusiasm and drive.
Outstanding (9-10)	Not only the expectations were clear and the Student was quite enthused, but in addition, his/hers ideas are inspiring and invite further exploration.

Work Style Questions

	No Answer/ Irrelevant (0-2)	Quite Unclear (3-4)	Adequate (5-6)	Very Good (7-8)	Outstanding (9-10)
4. Tell us about a difficult situation you have had to overcome either at school, work, home, etc. How did you do it?					
5. What do you believe makes a great team member?					

ESB-MACC CAMINOS Work Style Questions Rubrics.

Q4. Tell us about a difficult situation you have had to overcome...

No Answer, Irrelevant (0-2)	Student did not respond or answer was largely irrelevant.
Quite Unclear (3-4)	While a situation was given, the Student was unable to elaborate.
Adequate (5-6)	Even if the answer was not entirely convincing, the Student did identify an adequate situation and provided some feedback about what they did.
Very Good (7-8)	The Student gave a convincing situation, identifying how the question applies to the program. It was clear how they overcame such difficulty.
Outstanding (9-10)	The Student did a wonderful job identifying and articulating their reasons, being able to capture the spirit of the program.

Q5. What characteristics make a great Team Member?

No Answer, Irrelevant (0-2)	Student did not respond or answer was largely irrelevant.
Quite Unclear (3-4)	Only a few characteristics provided by the Student seemed important for collaborative enterprises. Student is mostly unaware of the dynamics of project-based group work and seems ambivalent about working with others.
Adequate (5-6)	Some or most characteristics provided by the Student seemed important for collaborative enterprises. Student is mildly aware about the dynamics of project-based group work and seems content to be working with others.
Very Good (7-8)	Most or all of the characteristics provided by the Student seemed important for collaborative enterprises. Student is aware of the dynamics of project-based group work and seems happy about working with others.
Outstanding (9-10)	All of the characteristics provided by the applicant seemed important for collaborative enterprises. Applicant is quite aware of the dynamics of project-based group work and seems enthusiastic about working with others.



1. The first part of the document is a list of the names of the persons who have been appointed to the various positions of the Board of Directors of the Corporation.

2. The second part of the document is a list of the names of the persons who have been appointed to the various positions of the Board of Directors of the Corporation.

x

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Personal/Creative Insight Questions

	No Answer/ Irrelevant (0-2)	Quite Unclear (3-4)	Adequate (5-6)	Very Good (7-8)	Outstanding (9-10)
6. Why do you want to Participate in the <i>Caminos</i> program?					
7. What role does art & creativity play in your life?					
8. How do you envision a successful <i>Caminos</i> experience looking like ?					

ESB-MACC **CAMINOS** Personal/Creative Insight Questions Rubrics.

Q6. Why do you want to participate in the Caminos program?

No Answer, Irrelevant (0-2)	Student did not respond or answer was largely irrelevant.
Quite Unclear (3-4)	While a few reasons were given and the Student showed earnest effort, the answer does not speak to the core of what the program is about.
Adequate (5-6)	While the answer was not 100% convincing, the Student seemed to identify the importance of the program as it applies to their own development.
Very Good (7-8)	The Student had convincing reasons, even if they could not articulate them perfectly. Earnest thought and importance was given to this opportunity.
Outstanding (9-10)	The Student did a wonderful job articulating their reasons. The Student was able to capture the spirit of the program.

ESB-MACC **CAMINOS** *Personal/Creative Insight Questions* Rubrics.

Q7. What role does art & creativity play in your life?

No Answer, Irrelevant (0-2)	Student did not respond or answer was largely irrelevant.
Quite Unclear (3-4)	It does not seem like the Arts/Creativity play a role in the Student's life as he/she had difficulty in providing examples or sharing passion for the Arts.
Adequate (5-6)	It seems like the Arts/Creativity play a small or very small role in the Student's life as he/she had difficulty in providing examples or sharing passion for the Arts.
Very Good (7-8)	It is apparent that the Arts/Creativity play a role in the Student's life even if he/she had some difficulty in providing examples or articulating it.
Outstanding (9-10)	It seems clear that the Arts/Creativity play a role in the Student's life and they were quick and articulate in providing examples.

Q8. How do you envision a successful Caminos experience looking like?

No Answer, Irrelevant (0-2)	The Student did not respond or answer was largely irrelevant.
Quite Unclear (3-4)	The Student showed little self-awareness and limited ability to articulate their desires.
Adequate (5-6)	The Student showed mild self-awareness and a mild ability to articulate their desires.
Very Good (7-8)	The Student showed self-awareness and an adequate ability to articulate their desires.
Outstanding (9-10)	The Student showed robust self-awareness and great ability to articulate their desires.

1. 2. 3. 4. 5. 6. 7. 8. 9. 10. 11. 12. 13. 14. 15. 16. 17. 18. 19. 20. 21. 22. 23. 24. 25. 26. 27. 28. 29. 30. 31. 32. 33. 34. 35. 36. 37. 38. 39. 40. 41. 42. 43. 44. 45. 46. 47. 48. 49. 50. 51. 52. 53. 54. 55. 56. 57. 58. 59. 60. 61. 62. 63. 64. 65. 66. 67. 68. 69. 70. 71. 72. 73. 74. 75. 76. 77. 78. 79. 80. 81. 82. 83. 84. 85. 86. 87. 88. 89. 90. 91. 92. 93. 94. 95. 96. 97. 98. 99. 100.

1. 2. 3. 4. 5. 6. 7. 8. 9. 10. 11. 12. 13. 14. 15. 16. 17. 18. 19. 20. 21. 22. 23. 24. 25. 26. 27. 28. 29. 30. 31. 32. 33. 34. 35. 36. 37. 38. 39. 40. 41. 42. 43. 44. 45. 46. 47. 48. 49. 50. 51. 52. 53. 54. 55. 56. 57. 58. 59. 60. 61. 62. 63. 64. 65. 66. 67. 68. 69. 70. 71. 72. 73. 74. 75. 76. 77. 78. 79. 80. 81. 82. 83. 84. 85. 86. 87. 88. 89. 90. 91. 92. 93. 94. 95. 96. 97. 98. 99. 100.



ESB-MACC **CAMINOS** Panel Scoring Sheets

7

Panelist: _____ Applicant: _____

| QUESTION # | SCORE |
|---|-------|
| Question 1 (0-10) | |
| Question 2 (0-10) | |
| Question 3 (0-10) | |
| Question 4 (0-10) | |
| Question 5 (0-10) | |
| Question 6 (0-10) | |
| Question 7 (0-10) | |
| Question 8 (0-10) | |
| Unicorn Factor (your overall response to the interview)
(0-10) | |
| Overall Response to Written Application (0-10) | |
| Partial SCORE (0-100) | |

| | |
|---|--|
| On a scale of 1-10; how much does this student stand to gain from the CAMINOS program? (1-5) | |
| FINAL Added SCORE | |

Special Comments:



QUESTIONS:

1. Tell us about yourself....
2. What are your goals for the future?
3. What are your expectations about the program?
4. Tell us about a difficult situation you have had to overcome either at school, work, home, etc. How did you do it?
5. What do you believe makes a great team member?
6. Why do you want to Participate in the *Camino*s program?
7. What role does art & creativity play in your life?
8. How do you envision a successful *Camino*s experience looking like ?

Jan 25



Recommendation Form *Spring 2017-Summer 2018 Session*

(This form can be downloaded at <http://austintexas.gov/page/esb-macc-caminos>)

Thank you for supporting your Student for admission into the *ESB-MACC* Teen Leadership Program *CAMINOS*. Candidates must submit their application package by ***Thurs., December 15th.*** This Recommendation Form can be:

1. Emailed directly to maceducation@austintexas.gov (email titled '*CAMINOS*') ***Or***
2. Signed, envelope-sealed and submitted by the Student along with the rest of their application packet if mailed-in or hand-delivered.

Contact Information:

Name: _____ Student _____

Relationship to Student: _____

City: _____ State: _____ Zip: _____

Email Address: _____ Phone: _____

For how long have you known the Student? _____

About the Program

CAMINOS is an immersive paid fellowship empowering Austin-area Teens to carve their own path in the creative arts. For a period of 18 months Students will be actively engaged in the various elements of our program which include working with **ESB-MACC** professionals on-site, 1-on-1 artist mentorships, internship assignments with community organizations and participation at relevant workshops and cultural events. This process culminates with the execution of a Student-led collaborative project under the guidance of accomplished creative professionals.

Keeping that in mind, it is important for the ideal candidate to be passionate and curious about pursuing a career in the creative fields (fine arts, audiovisual arts, media, tech, etc.). It is also important that the Student demonstrates interest in *Latinx* social/cultural issues, be trustworthy and more importantly, motivated to explore their growing potential as a vibrant member of our community.

Student Characteristics

Please help us to identify the Student's strengths and areas of growth as it relates to the categories below. Place an 'x' or checkmark in the most appropriate option:

Engagement & Reliability

| The Student... | Strongly Disagree | Disagree | Agree Somewhat | Agree | Strongly Agree |
|---|-------------------|----------|----------------|-------|----------------|
| communicates reliably/always replies to messages & emails. | | | | | |
| demonstrates a willingness to listen and learn from others. | | | | | |
| is often late, tardy or absent. | | | | | |
| supports others and shows empathy. | | | | | |

Leadership Style

| The Student... | Strongly Disagree | Disagree | Agree Somewhat | Agree | Strongly Agree |
|---|-------------------|----------|----------------|-------|----------------|
| is 'pro-active', often able to foresee needs and solutions. | | | | | |
| is easily distressed by minor tensions. | | | | | |
| thrives working alone with little supervision. | | | | | |
| finds it difficult to follow step-by-step instructions. | | | | | |

Creative Enterprise

| The Student... | Strongly Disagree | Disagree | Agree Somewhat | Agree | Strongly Agree |
|---|-------------------|----------|----------------|-------|----------------|
| often comes up with great questions/observations about the topic at hand. | | | | | |
| is passionate about sharing creative content and enterprise. | | | | | |
| is enthusiastic about pursuing a career in a creative field. | | | | | |
| welcomes new challenges with an inquiring mind and open disposition. | | | | | |

Questionnaire

1. What makes this Student a great candidate? Which qualities do you believe set him/her apart?

2. What are areas of growth which the Student should focus on ? Briefly Explain.

3. Write about an interaction that you've had with the Student that helped you to understand him/her better.

4. In what ways do you see the *CAMINOS* program impacting the life of this Student?

Additional Comments (optional)

Signature

If the Student's application is either mailed or delivered in-person, this completed form needs to be signed, envelope-sealed and included along with the rest of their application packet.

Please sign and date below:

(Teacher/Mentor)

(Date)

- If your Student is submitting an online application, you can email Recommendation Forms directly to maceducation@austintexas.gov (include the word CAMINOS in the email subject title).

-This form can be downloaded at <http://austintexas.gov/page/esb-macc-caminos> (no signature needed online).

-All application packages due by Thursday, December 15th. (1st Round finalists will be announced by December 30th).



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Visit <http://austintexas.gov/page/esb-macc-caminos>

Nov 25



Application Form *Fall 2017-Summer 2018 Session*

Thank you for applying to the ESB-MACC Teen Leadership Program **CAMINOS** (*Pathways*). Submit your application package by December 15th 2016. Download forms and get more information at: <http://austintexas.gov/page/esb-macc-caminos> or email maceducation@austintexas.org with a message titled 'Caminos'.

Application Package checklist:

1. _____ This Application Form completed and submitted by 12/15th.
2. _____ 2 Recommendation Forms completed and submitted (at least one by a Teacher) by 12/15th.

Submission Options:

- **By Email:** Send documents to maceducation@austintexas.gov w/ the message titled 'Caminos'. (Recommendation forms must be sent separately by your Teacher/Mentor by the deadline).
- **or By US Mail:** Mail-in your complete application package by the 12/15/2016 deadline.
- **or In-Person:** Delivered in person to our Main Office by 5pm on Thursday 12/15/16.

Physical/Mailing Address:

ESB-MACC - Caminos Teen Program

600 River Street - Austin, TX, 78701

Visit <http://austintexas.gov/page/esb-macc-caminos>

A. Contact Information:

Name: _____ School: _____

Home address: _____

City: _____ State: _____ Zip: _____

Home Phone: _____ Cell: _____

Email Address: _____

Best contact method (check): Email ☐ TXT ☐ Home Ph. ☐ Cell ☐

Parent/Guardian Name: _____

Home Phone: _____ Cell Phone: _____

Parent/Guardian Name: _____

Home Phone: _____ Cell Phone: _____

B. Creative Style:

In an internship I am interested in (check all that apply):

☐ Graphic Design ☐ Marketing ☐ Audiovisual Tech ☐ Event Planning
☐ Gallery Services ☐ Arts Education ☐ Theatre Tech ☐ Administration
☐ Technology ☐ Public Relations ☐ Video/Photography ☐ Undecided

B. Creative Style (cont.)

2. When I work... (check all that apply):

- ☐ I am a hands-on person who learns best through action.
- ☐ I am a researcher who prefers to fact check first.
- ☐ I thrive through collaborations.
- ☐ I prefer to work alone.
- ☐ I achieve my best results when given autonomy.
- ☐ I prefer to receive feedback often about my performance.

3. My artistic/creative area of focus is... (check 1-3 items at the most):

- | | |
|--|--|
| <input type="checkbox"/> Dance | <input type="checkbox"/> Theatre Arts |
| <input type="checkbox"/> Digital Art (Illustration, Animation) | <input type="checkbox"/> Digital Music |
| <input type="checkbox"/> Fine Arts (Painting, Drawing, etc.) | <input type="checkbox"/> 3D, Sculpture & Ceramics |
| <input type="checkbox"/> Film/Video/Photography | <input type="checkbox"/> Urban/Graffiti/Mural Art |
| <input type="checkbox"/> Literary Arts | <input type="checkbox"/> Songwriting & Performance |
| <input type="checkbox"/> Radio/Podcast | <input type="checkbox"/> Marketing & Advertising |
| Other: _____ | <input type="checkbox"/> Unsure at this time |

C. Questionnaire

4. Describe your interest and experience in the area(s) you chose in Question 3:

5. What positive characteristics would you bring to the *ESB-MACC* team?

6. What would you like to gain from '*Camino*s' ? How would you like to grow?

7. How do you see yourself using creativity/the arts after completing your education?

8. When and how did you become interested in the arts and personal creativity?

9. Now, using a blank sheet of paper (regular letter size), show or tell us something about yourself. Guidelines:

- You do not need to use words (You may use words if you'd like).
- Be original and authentic.
- If you use another type of surface, please keep it under the suggested size..
- We are looking for your ability to communicate. This is not an Art contest.
- Submit this work either (1) Included within your application package envelope or (2) attached as a *.jpeg* picture with the rest of your online application materials to maccedu@austintexas.gov w/ the email message titled '*Camino*s'.

C. Transportation Info. (Please check the most appropriate)

- ☐ I will be able to drive myself to the ESB-MACC the majority of the time.
- ☐ I will be able to take a bus/public transportation most of the time.
- ☐ I will have a family member drop & pick-me up the majority of the time.
- ☐ I live nearby and will ride a bike/skateboard/walk most of the time.
- ☐ I currently don't have a way/don't know how to get to the ESB-MACC.

If the ESB-MACC were able to offer a Van pick-up service after school to take you to our site, would you use this service ?

☐ YES ☐ NO ☐ At times

- ALL APPLICATION PACKAGES DUE **Thursday, December 15th.**
- 1ST ROUND FINALISTS ANNOUNCED ON **DEC. 30th.**
- 1ST ROUND FINALISTS MUST ATTEND A LIVE PANEL INTERVIEW ON **SATURDAY 01/7th/2017 @ the ESB-MACC (time TBA).**
- VISIT <http://austintexas.gov/page/esb-macc-caminos> or email maceducation@austintexas.org w/ msg. titled 'Caminos '.

**Physical/Mailing Address: ESB-MACC - CAMINOS Teen Program
600 River Street Austin, TX, 78701**



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Email Address: _____ Phone: _____

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|---|-------------------|----------|----------------|-------|----------------|
| communicates reliably/always replies to messages & emails. | | | | | |
| demonstrates a willingness to listen and learn from others. | | | | | |
| is often late, tardy or absent. | | | | | |
| supports others and shows empathy. | | | | | |

Leadership Style

| The Student... | Strongly Disagree | Disagree | Agree Somewhat | Agree | Strongly Agree |
|---|-------------------|----------|----------------|-------|----------------|
| is 'pro-active', often able to foresee needs and solutions. | | | | | |
| is easily distressed by minor tensions. | | | | | |
| thrives working alone with little supervision. | | | | | |
| finds it difficult to follow step-by-step instructions. | | | | | |

Creative Enterprise

| The Student... | Strongly Disagree | Disagree | Agree Somewhat | Agree | Strongly Agree |
|---|-------------------|----------|----------------|-------|----------------|
| often comes up with great questions/observations about the topic at hand. | | | | | |
| is passionate about sharing creative content and enterprise. | | | | | |
| is enthusiastic about pursuing a career in a creative field. | | | | | |
| welcomes new challenges with an inquiring mind and open disposition. | | | | | |

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3. Write about an interaction that you've had with the Student that helped you to understand him/her better.

4. In what ways do you see the *CAMINOS* program impacting the life of this Student?

Additional Comments (optional)

Signature

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Please sign and date below:

(Teacher/Mentor)

(Date)

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